

**IT SPECIALIST (DATAMGT/PLCPLN)**  
**GS-2210-13**  
**POSITION EVALUATION SUMMARY**

Organization: Various USACE Division Headquarters Offices

Position No.: \_\_\_\_\_

Evaluation Factors	Factor Level Used (FL No., etc.)	Points Assigned	Comments
1. Knowledge Required by the Position	FL 1-8	1550	See Pages 1&2
2. Supervisory Controls	FL 2-4	450	See Page 2
3. Guidelines	FL 3-4	450	See Page 2
4. Complexity	FL 4-5	325	See Page 2
5. Scope and Effect	FL 5-4	225	See Page 3
6/7. Personal Contacts and Purpose of Contacts	Level 3C	180	
8. Physical Demands	FL 8-1	5	
9. Work Environment	FL 9-1	5	
<b>Total Points</b>		3190	<b>Standards Used</b> GS-2200, IT Guide dated May 2001
<b>Grade Conversion</b>		GS-13 3155-3,600 point range	

**Additional Remarks:**

1. The assignments and requirements of this job fully equal the occupational series definition for the Information Technology Management occupational series reflected on page 4 of the above referenced PCS and therefore this job is properly classified to the GS-2210 occupational series. It is titled as IT Specialist (DATAMGT/PLCYPLN) since the assignments involve work in two of the IT Specialties (Data Management and Policy Planning) that each have significant importance to the position and have equal grade level value (reference page 4 of the above referenced PCS).

2. Brief analysis of the reasoning for above evaluations for grade impacting factors is provided as follows:

- **FL 1-8 (1550 Points)** – Positions covered by this job exceed FL 1-7 knowledge requirements. At that level specialists normally are technical specialists/leaders of specialty work for complex IT systems, IT studies and technical advisory services throughout a organization comparable to a USACE District and within this work situation applies journeyman level knowledge reflected on pages 32, 75 & 82 of the guide. This job covers positions that are technical experts/authorities, leaders and master of the data management and policy planning for a USACE Division-wide

organization including subordinate Districts. This is consistent with FL 1-8 where Specialists apply a mastery of and skill in advanced IT principles, concepts, methods, standards and practices to provide expert technical advice, guidance and recommendations to management and other technical specialists on critical IT issues. The overall work and corresponding knowledge requirements are broad, spanning Division HQ office work and assigned IT specialty programs in the subordinate Districts (ensuring uniformity in Knowledge management initiatives, IT architectures, corporate database problem resolution strategies, etc.). Such work and the expert knowledge requirements are equivalent to that reflected in the FL 1-8 evaluation criteria and the corresponding illustrations (pages 39, 40, 42, 87 and 93 of the Guide). The knowledge requirements of this job fail to equal FL 1-9 requirements where specialists are involved with developing IT new principles, concepts, theories, standards and methods in specialty areas and serve senior experts and consultants to **top agency management officials**.

- **FL 2-4 (450 Points)** – The supervisory controls of this job exceed FL 2-3 characteristics. At FL 2-3, supervisors define/provide plans, approaches for specialists to follow; there are clear precedents to follow; specialists resolve common problems but take more difficult problems to supervisor for resolution. Subject job requires participation with the supervisor in determining time frames, stages, and possible approaches; independent planning of approaches, methods to be used; and application of new methods to resolve complex, controversial, unprecedented problems. This is consistent with FL 2-4 characteristics. Subject job requirements do not meet FL 2-5 criteria. At level 2-5, and unlike subject job, specialists are responsible for and serving as the technical authority for a significant agency or equivalent level IT program/function where the incumbent defines the objectives of an assignment associated with the program/function.

- **FL 3-4 (450 Points)** – The guidelines required in this job and the judgement used in applying them exceeds that reflected for FL 3-3 where specialists use a wide variety of generally common reference materials and manuals that are more local in nature; relate specifically to assignments; and precedents are available for resolving problems. Specialists in this job use higher authority guides/policy statements. These guidelines/statements (because of the broad nature and uniqueness of specialty work and problems encountered) have gaps of specificity requiring considerable interpretation/adaptation and deviation from established methods. Many times the uniqueness of Division wide problems encountered involve the application of criteria which is scarce and/or inapplicable. These guideline characteristics and the judgement required is consistent with Level 3-4 requirements. Level 3-5 requirements are not met. At that level specialists are viewed by top agency (DA) management as technical experts in the assigned IT specialties. Work at this level requires the formulation/development of interpretations that take the form of policy statements and guidelines that are used by technical experts below agency level.

- **FL 4-5 (325 Points)** – The complexity characteristics of this job exceed FL 4-4. At that level, specialists deal with many different and unrelated processes/methods pertinent to IT functions where there is a need to consider different approaches to deal with incomplete/conflicting data. This requires the use of judgment/originality in interpretation of data, planning the work, and refining methods/techniques of the work. Specialists assigned to this job must apply what is described at Level 4 but in addition develops new standards, methods, and techniques and conceive/develop solutions to highly complex technical problems. This is consistent with Level 4-5. FL 4-6 complexity characteristics are not met since at that level specialists deal with IT areas where no precedents exist, requiring the establishment of new concepts, theories, and programs to solve problems that have resisted solution, often requiring the involvement of several activities within and outside the agency.

- **FL 5-4 (225 Points)** – The scope & effect of the work of this job exceeds FL 5-3 requirements. At that level, specialists deal with a variety of common problems/situations that are generally handled by established criteria and work affects the local design, testing, etc., of IT systems and the quality of services. Specialists in this job must establish criteria, formulate projects, etc., for a variety of unusual conditions/problems in situations where the work affects a wide range of Division-wide activities/organizations. This is consistent with FL 5-4 characteristics. The scope on effect of the work of this job fails to equal that reflected for FL 5-5 where work involves isolating/defining unprecedented conditions and developing/testing new techniques that affect the work of technical experts and/or the development of major portions of agency-wide IT programs.
- The last four Factors (Factor 6,7,8, and 9) are clearly evaluated to the levels reflected above and do not need supplemental evaluation analysis.